



Renaissance music

A fifteen-week course in the performance of music from the 16th and early 17th centuries starts Tuesday, January 9 at the Royal Conservatory. Courses offered include: small vocal ensemble (madrigals) Renaissance lute technique and repertory, Renaissance lute ensemble, lute songs, Renaissance flute ensemble, viol ensemble, Renaissance recorder and krumhorn ensemble, and Sing We at Pleasure! (chorus).

Occasional lectures, workshops or recitals will be given, and private instruction is also available. Most courses will have limited enrolment and no instruments will be available for loan or rental. For course description and registration forms, call 978-3771.

Interreligious relationships

Problems in Interreligious Relationships is the title of a new course to be offered in the spring session by Professor Julia Ching, Department of Philosophy, Yale University, who holds a visiting appointment in the Centre for Religious Studies for the 1978-79 session. The course will be a systematic examination of the problems and issues which arose in the encounter of native Chinese religious traditions (Confucianism, Taoism) with those coming from outside (Buddhism, Islam, Christianity, and, to some extent, Marxism). For more information, call 978-3057.



This professor really is all wet

Professor David Kobluk's educational expedition to Bonaire in the Dutch West Indies will feature underwater classes. See Page 3.

Number 10, 32nd year
The University of Toronto *Bulletin*
is published by the Department of
Information Services, 45 Willcocks St.,
Toronto M5S 1A1.

Bulletin

Concentration camp lectures kept Hungarian civilization alive

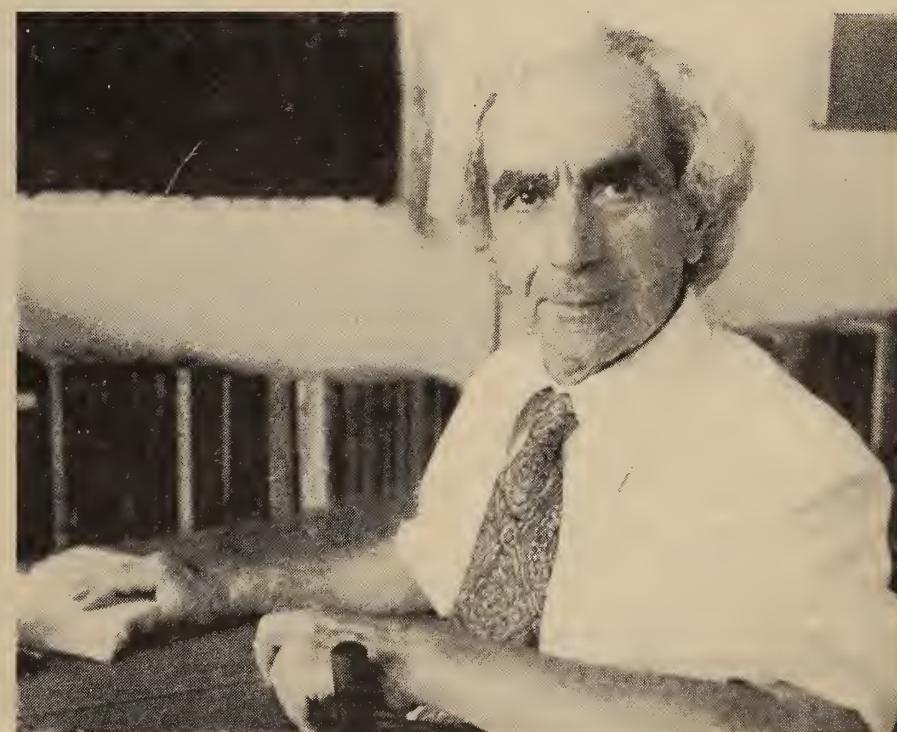
and gave inmates a reason to live, poet George Faludy tells Convocation

George Faludy, expatriate Hungarian poet and author, was presented with an honorary degree by the University Nov. 29. His address to Convocation appears below.

For an exile who has spent the better part of his life taking refuge from the sadistic east in the masochistic west, it is an almost overwhelming honour to be recognized in this fashion.

I have made my home in Canada for the past 11 years, and have found here, as nowhere else, the peace and security of a marvelously decent society. But of the many kindnesses shown me here, none has moved me more than this honorary degree from the University of Toronto. My happiness is the greater in that the tradition of humanistic learning is in this University far more alive than in many other quarters. I must admit as well some trepidation in following in the footsteps of a former compatriot, the late Zoltan Kodaly, who was also honoured here some years ago.

If there was time, I would consider it my duty to speak on a subject which has long occupied my mind as much as poetry itself: on the survival of humanistic learning in a world where affluence has joined hands with destruction; a world in which absolutist ethics has given way to relativistic, then to utilitarian and finally to no ethics at all; a world in which education increasingly means vocational training, the diffusion of facts and data; in which comfort has become the measure of civilization; in which our greatest intellectual achievement, our science, has abjured the concept of wisdom, just as philosophy has come to renounce love; a world, in short, with one foot firmly on the foundation of an incredible advance in knowledge and technique, and the other foot dangling in a spiritual vacuum. But my purpose this evening is not to depress you with the fate of humanistic learning, but to tell you briefly how that learning on one occasion ensured the physical and



spiritual survival of several hundred people, including myself.

Some years ago in Hungary I found myself, for the second time in my life, in a concentration camp. There were some thirteen hundred inmates: democrats, Catholics, liberals, socialists and people without any political preferences, most sentenced to hard labour on trumped-up charges, though a few were there without having been sentenced or even charged. We could neither write nor receive letters and parcels; we had no books, newspapers, radios, or visitors. We cut stones from dawn to dusk 365 days a year, except for May Day. We did this on a diet of 1,200 calories a day. Our situation was thus better than in a Nazi concentration camp, but much worse than in the present-day Soviet camps recently described by Bukovsky and others.

At first we returned to the barracks at night deadly tired, with no strength even to pull off our army boots and fall asleep on the rotten straw sacks. Our lives seemed not to differ from those of the slaves that built the pyramids, and our futures seemed equally bleak. But already on the day of my arrest, in the Black Maria that took me away, I had met young friends who had been denied a university education because of the war. Their faces had lit up: "You can lecture us in the camp," they said, "and we'll get our university education that way."

After about a week in the camp two of them approached me and insisted that I start my lectures immediately after lights out. We were by then even more exhausted than on the day of our

Continued on Page 4

Access to student records continues to provoke controversy in Academic Affairs Committee

A proposed policy on access to student records has been discussed at two meetings of the Academic Affairs Committee and will be on the agenda of at least two more before any recommendation is made to the Governing Council.

The committee is divided over precisely what information and documents should be included in the official student record to which a student or faculty member would have access.

Professor J.B. Dunlop, chairman of the Academic Appeals Board, offered his views at the Dec. 7 meeting on the wisdom of making materials relating to petitions and appeals available.

"Everything in our file is already made available to the student and the division as part of the proceedings and many of the hearings are open so the public can hear what is being said. But we can close them, in which case access to the materials by others would be questionable. I'm not sure what legitimate reason outsiders would have for wanting to know about these internal matters anyway."

Prof. Dunlop said a student's medical records probably shouldn't be seen by anyone other than the student except with that person's consent.

Committee member John Ricker moved that the proposed policy be put into effect for the 1979-80 academic

year and be reviewed by the committee in June 1980. During that trial year, the vice-president and provost, in consultation with the chairman of the Academic Affairs Committee, would be empowered to rule in any cases where a division head questioned the relevance to the policy of material within a particular student's record.

"I'm trying to help the University be economical of its time," said Dean Ricker, whose motion was endorsed by Dean Ralph Garber, Professors R.H. Marshall, Merrijoy Kelner, and James Conacher.

Continued on Page 5

PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone, 978-5258.

Wednesday, December 20

John David Mintz, Department of Physics, "Neutron-Scattering and Magnetic Resonance Investigation of Potassium Hexachloro-oxomate." Thesis supervisor: Prof. R.L. Armstrong. Room 309, 63 St. George St., 10 a.m.

Ian MacKenzie MacDonald, Department of Pharmacology, "Immunological Studies of Experimental Thyroiditis." Thesis supervisor: Prof. E.A. Sellers. Room 309, 63 St. George St., 2 p.m.

Thursday, December 21

Paul Anthony John Reilly, Department of Pharmacology, "Amobarbital Biotransformation in Different Species." Thesis supervisor: Prof. W. Kalow. Room 309, 63 St. George St., 10 a.m.

Friday, January 5

Arthur Raymond Madigan, Department of Philosophy, "The Doctrine of Secondary Substance in Aristotle's *Categories*." Thesis supervisor: Prof. J.M. Rist. Room 111, 63 St. George St., 10 a.m.

Wednesday, January 10

Christopher John Ackerley, Department of English, "Linguistic Ambiguity in James Joyce's *Ulysses*." Thesis supervisor: Prof. H.A. Geason, Jr. Room 111, 63 St. George St., 2 p.m.

Professor not guilty of plagiarism

President declares after investigating allegations made by student against Islamic Studies professor

To the editor:

On October 10, 1978 I received with attachments, a letter bearing the signature of Anab Whitehouse, Chairman, Sufi Study Circle. I understand Anab Whitehouse to be a graduate student in the Graduate Department of Educational Theory (Ontario Institute for Studies in Education). The letter in substance alleged plagiarism on the part of Professor R.M. Savory of the Department of Middle East & Islamic Studies. On October 20, 1978 I acknowledged this letter, having in the meantime referred it to Dean A. Kruger of the Faculty of Arts & Science, for investigation. On November 20, 1978 I received from Dean Kruger his appreciation of the matter. I thereupon consulted with Provost D.A. Chant and also referred the documentation to senior scholars in arts and science for independent judgement. Early in December before I had completed my investigation, a printed leaflet alleging plagiarism by Prof. Savory and carrying the name of Anab Whitehouse was widely distributed in the University. In view of this singular procedure on the part of Mr. Whitehouse in relation to a serious allegation against Prof. Savory, I consider it essential for the University community to be informed of my reply. I therefore wish to request that both this letter and my response to Anab Whitehouse be published in the *Bulletin*.

James M. Ham

survey of a body of scholarship in the field.

3) You appear to conclude that the similarity of passages constitutes evidence of plagiarism. Similarities are not identities. The similarities between pairs of passages you cite are often artificially heightened by your omission of intervening sentences. I am informed that some result from the fact that both Prof. Savory and the author he is alleging to be plagiarizing are quoting from a common original source. In other instances the wording is substantially different, and if one reads the passage in its entire context it is clear that the treatment of the material is different. And it is clear, too, that in a condensed survey there are limits to the variety of vocabulary which can be used. I am informed, for example, that if one is going to sum up the four principles of *fiqh* or jurisprudence in a single sentence, one is almost bound to mention the Qur'an, the *sunnah*, *ijma*, and *qiyas*, and to translate the two latter terms as consensus and analogy.

The publications of scholars are, like other publications, subject to the law regarding infringement of copyright. In regard to point 3), an eminent authority on Canadian copyright law, Dr. H.G. Fox, has written in his book *The Canadian Law of Copyright and Industrial Designs*:

"Similarity between two works may be merely a matter of coincidence or may be due to both having been derived from common sources. Thus, in the absence of copying, mere similarity between two pieces of music does not constitute infringement, or between two literary works, the material for both having been drawn from common sources . . . mere similarity between the two works is insufficient to found a case of infringement." (p. 355)

"Every subject, especially a technical one, has its own idiom and words of art, and it is absurd to think that use in a later publication or words and phrases similar to those found in an earlier copyrighted publication on the same subject matter, necessarily constitutes an infringement of the copyrighted material." (p. 356, quoting Sirica J.)

"In general, therefore, the rule may be stated to be that the compiler of a work in which absolute originality is of necessity excluded is entitled, without exposing himself to charge of piracy, to make use of preceding works on the same subject where he bestows such mental labour upon what he has taken, and subjects it to such revision and correction, as to produce an original result." (p. 359)

4) Since in the last analysis the reputation of any academic publication and of any scholar is based not on the judgement of presidents or students but rather, on the critical judgement of peers who are leading scholars in the field, I have read a score of reviews of the volume *Introduction to Islamic Civilization* edited by Prof. Savory. I am satisfied, on seeing its warm recognition by experts in several countries that it is an outstanding example of its interpretive genre, and that it adds significantly to the University's stature in the humanities.

In closing, I note that you have published widely in the University of Toronto your allegation against Professor Savory before awaiting my response, or even to my knowledge enquiring about the status of my investigations. I consider your procedures to have been reprehensible and in shocking contrast to your stated concern for the academic integrity of the University of Toronto.

James M. Ham

Research News

Connaught Fund deadlines

January 15 is the deadline date for submission of research grant and new staff grant applications to the Connaught Fund. The primary purpose of the fund is the promotion of research and development in all fields of university endeavour through application of the professional expertise and resources of the University to problems of public interest.

Applications for Research Grants will be accepted from any member of the University's full-time academic faculty who is eligible to apply to MRC, NSERC or SSHRC. Eligibility for new staff grants is normally limited to full-time junior academic faculty who are in their first two years of appointment at the University either a) on a firm two-year academic contractual appointment or b) what is normally a position open to the granting of tenure. Call ORA at 978-2163 for further information and application forms.

Canada Department of Labour Research Program

The purpose of this program is to increase the body of knowledge on labour matters and to stimulate greater interest in this field in Canada among scholars. The research may be on the economic, industrial relations, social and other aspects of labour; including wages, incomes, productivity, technological change, collective bargaining, labour law and labour history. The deadline date for submission to the agency is February 15. For further information, call ORA at 978-2163. For application forms, write to the Secretary, Department of Labour — University Research Committee, Canada Department of Labour, Ottawa, K1A 0J2.

Upcoming application deadlines

Atmospheric Environment Service Science Subvention Program — December 31; NRC Laboratories Research Associateships — January 15.

Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Penny Tai-Pow, 978-5468; (3) Manfred Wewers, 978-4834; (4) Ann Sarsfield, 978-2112; (5) Barb Lipton, 978-4518; (6) Clive Pyne, 978-4419.

Secretary II (\$9,620 — 11,320 — 13,020)
Anaesthesia (1)

Laboratory Technician II (\$11,770 — 13,850 — 15,930)
Pathology (4), Pharmacology (6), Banting (6), Clinical Biochemistry (4)

Research Nutritionist (\$13,00 — 15,300 — \$17,600)
Department of Medicine (4)

Administrative Assistant II (\$13,740 — 16,170 — 18,600)
Private Funding (3)

Secretary (part-time, temporary)
Dentistry (1), Educational Development (1)

Probationary Constable (\$12,480)
Scarborough College (6), Erindale (6), St. George (6)

E.M. Technician III (\$13,000 — 15,300 — 17,600)
Physical Plant (6)

Production Co-ordinator (\$13,740 — 16,170 — 18,600)
Student Record Services (3)

Programmer III (\$16,910 — 19,900 — 22,890)
Academic Statistics (1), UTCC (3)

Senior Mechanical Maintenance and Operations Analyst (\$18,760 — 22,070 — 25,380)
Physical Plant (6)

Secretary IV (\$11,770 — 13,850 — 15,930)
Architecture (5)

What lives inside coral reefs, is 250 million years old and more exciting than a live dinosaur?

It sounds like science fiction — the discovery of "time capsules" inhabited by creatures that have remained unchanged for millions of years — but Professor David Kobluk will tell you it's fact.

The Erindale College earth and planetary science professor is one of a small number of scientists engaged in coral reef research — specifically research into cavity systems, or holes in the reef. A new field of enquiry, it has already yielded significant finds.

"Marine biologists have traditionally been interested in the creatures that live *on* coral reefs," says Kobluk, "but my group is looking at the creatures that live *inside* the reef."

Kobluk's interest in cavity system research began with his investigation of the fossil reefs of Labrador — an unlikely location but one that possesses some of the oldest reefs in the world. He became intrigued with the catalogue of creatures he found inside — preserved in cavities or "time capsules" — for here was evidence that there had been creatures dwelling in the reefs' cavities 550 million years ago, exactly as they do today.

"It was an exciting discovery," says Kobluk. "No one had any idea that there had been creatures living inside such very ancient reefs, with the same functions and interactions as present-day organisms. We were astonished at the long evolutionary history displayed by these communities."

"The next logical step," he says, "was to come forward out of antiquity and take a close look at modern, living coral reefs to help us understand what we were finding in the fossil reefs. When we did so, we discovered whole communities contained in reef cavities and some really intriguing finds."

Work in deep reef cavity systems has shown that in some cases, such as in living reefs in Jamaica today, organisms living in cavity-dwelling "refuge communities" are very ancient in their organization and structure. And, although the organism species has been evolving and changing over time, the roles that each of these organisms plays have not changed in any way.

"These discoveries are similar to finding a live dinosaur," Kobluk says. "Everyone gets excited about dinosaurs; no one gives invertebrates a second thought. But very important discoveries will come from a study of invertebrates."

A certified SCUBA diver, Kobluk has been all over the world in the course of his research — Europe, Labrador, western Canada, as well as Florida, Barbados, St. Lucia, Curacao, Bermuda, Jamaica and Bonaire.

It was while exploring the coral reefs of Bonaire in the Dutch West Indies that Kobluk and his team made discoveries relating to the structure of reef cavity communities. One of them was a creature called a *bryozoan*, discovered in the cavities of a large submarine limestone cliff, once part of the island's shoreline, but now a vertical underwater wall.

"The *bryozoan* belongs to a species and genus that exist elsewhere," Kobluk explains, "but these particular ones in Bonaire are unique. In fact, its shape is very similar to *bryozoans* that were reef builders over 400 million years ago."

As well, Kobluk has discovered a new type of reef off Bonaire. Known as a *Halimeda bioherm*, very similar reefs are known to have existed 250 million years ago, but they were thought to be extinct until Kobluk discovered a living representative.

The significance of these living reefs lies in their similarity to the fossil reefs of the Pennsylvanian Period which are oil and gas reservoirs in the central and



southwestern U.S. and other parts of the world. These surviving reefs in Bonaire will help in understanding the 250 million year old ones, which have long been a source of controversy.

"A reef is probably the most complicated ecosystem in the world," Kobluk explains, "as well as one of the oldest. It's in a state of delicate balance, a race really, between growth and destruction, between organisms that flourish on the reef and build it, and those that bore into it. Whichever is the most successful determines whether the reef grows or dies. Most reefs look solid, but inside they're like Swiss cheese."

Cavity research, and the study of reefs in general, are both vocation and avocation to Kobluk. Apart from his own research, he has, for a number of years, led underwater scientific expeditions to the Caribbean. Some of these have been with Earthwatch, a non-profit organization that places interested laymen on field research projects with scientists.

Last summer Kobluk was joined by a college student interested in marine biology, an ecology professor, an aluminum corporation president, a sales

clerk in a ski shop and a typing service and freelance photography business owner.

This summer, however, Kobluk will be leading his own unique and very large expedition to Bonaire in the Dutch West Indies as a non-credit course through Erindale's Division of Continuing Studies. Planned for mid-August, Kobluk's expedition will be a Cousteau-like odyssey, and for 100 lucky individuals, will be the experience of a lifetime. Anyone interested in coral reef biology, geology or ecology is welcome to join him.

"This will be a very unusual and exciting expedition," he says. "For two weeks, people will have a chance to do

more than swim on a reef and lie on a beach drinking rum swizzles. Instead, they'll have an opportunity to study firsthand a complex and little-understood natural phenomenon — the coral reef."

Kobluk plans to hold "classes" — on land for those who are not certified SCUBA divers; and underwater for those who are. The land classes will be supplemented by videotapes of the reef formations under discussion, while the underwater classes will feature sophisticated communications equipment that will allow divers to hear underwater lectures.

"Bonaire displays such a variety of reefs — some fossilized, some living — and they're all so accessible that it's an ideal learning environment.

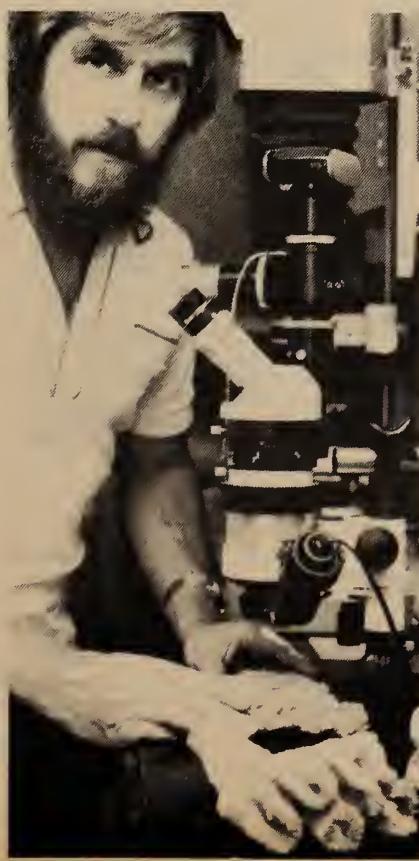
"We'll examine fossil remains of organisms that lived hundreds of thousands of years ago, then step into the water and see them alive, right in front of us.

"We'll take those who are divers down the coral 'walls' to see sea lilies, looking exactly as they did 80 million years ago. And at that depth there are manta rays as big as my office," he says.

"Every day will be structured," he explains, "and the material will be presented in an ordered manner. A complete set of lecture notes will be given participants at the end of the two-week period, and when the expedition is over, we hope that everyone who took part will have a much better idea of what a coral reef ecosystem is and how it should be treated."

Kobluk will talk about his research and about the Bonaire expedition on Channel 10's *Community Talk* program Dec. 19 at 8:30 p.m. The interview will be rerun Dec. 21 and 28 at 7 p.m. and Dec. 30 at 11 a.m. Inquiries about the expedition should be directed to David Kobluk at Erindale College, telephone 828-5416.

Merry Christmas



from the staff of the Bulletin

Concentration camp lectures

Continued from Page 1

arrival. At first four men sat beside my pallet, and we were jeered at by the others. Eventually twelve prisoners gathered beside my straw sack every night for an hour or two. We recited poems — Hungarian poems and foreign poems in translation. Among the English ones the "Ode to the West Wind" became the favourite. Then I would speak on literature, history or philosophy and my lecture would be discussed by all.

I was by no means the only prisoner to deliver such lectures. A former member of the short-lived democratic government knew *Hamlet* and *A Midsummer Night's Dream* by heart, and recited both to an enthusiastic audience. There were lectures on Roman law, on the history of the Crusades, narrations of large parts of *War and Peace*, courses in

mathematics and astronomy avidly listened to, sometimes by men who had never entered a secondary school. There was even a former staff colonel who whistled entire operas. Those of us who lectured ransacked our memories to keep alive a civilization from which we were hopelessly — and, it seemed, permanently — cut off.

There were prisoners who looked on all this with disgust, maintaining that we were insane to spend our sleeping time in lectures when we were all going to die anyway. These men, intent on survival, retreated into themselves, becoming lonely, merciless with others, shutting out thought and even speech.

By the second winter of our imprisonment it began to happen when we were working that once, twice or even three

times in the course of a day a prisoner would suddenly stop work and stagger off through the deep snow. After twenty or thirty yards of running he would collapse. In each case the man would die a day or two later, usually without regaining consciousness. Those who died in this way were always the men who had been most determined to survive, those who had concentrated on nothing but food, sleep and warmth. For my part, owing perhaps to large doses of pragmatism and positivism in my youth I was reluctant to admit the obvious: that delighting in a good poem or discussing Plato's Socratic dialogues could somehow arm the spirit to the point that it could prevent the body's collapse.

But then I was presented with proof.

While I was washing myself in the snow before the barracks one evening, one of my pupils, a former government official, a strong young man, came up to tell me that he would not attend the lecture that night, nor indeed any other night. He wanted to survive and was going to sleep rather than talk; he was going, he said, to live the life of a tree or a vegetable. He waited before me as if expecting my objection. I was indescribably tired, and closing my eyes I saw scenes from my childhood, the sort of hallucinations one has in a state of semi-starvation. Suddenly it occurred to me that I must dissuade the man. But he was already gone. He slept perhaps twenty yards from me, but I never summoned the strength to argue with him. Five days later we saw him stop work, begin to run towards the trees, and then collapse in the snow. His death has been on my conscience ever since. But without exception all those who lectured, and all those who listened, survived.

It does not seem to me to be so far-fetched to apply this lesson in the infinitely more pleasant society of this country. It justifies, I think, the Platonic view that man as given by nature owes it to himself to obey the dictates of his higher nature to rise above evil and mindlessness. Those in the camp who attempted this, survived, although physical survival had not been their aim. And those who for the sake of physical survival vegetated, perished in large numbers. It seems to me that the mentality of these latter is, *mutatis mutandis*, analogous to the mentality of the consumer societies of the world, of those who seem obsessed with producing and consuming an ever-growing mountain of things to ensure comfort and survival; who have addicted themselves to energy as if to morphine until they are ready to destroy all nature to increase the dosage; who have, indeed, increased our life-span but have failed to mention that the brain requires jogging even more than the heart if that life-span is to mean anything.

The other conclusion I have drawn from my camp experience, and have tried to embody in my own poetry, is that our whole fragile tradition of art and thought is neither an amusement nor a yoke. For those who steep themselves in it, it provides both a guide and a goal far surpassing all the half-baked ideologies that have blown up at our feet in this century like landmines. Sitting comfortably in the present and looking forward to longevity in an unknown future does nothing to ensure our survival nor even to make it desirable. In any case we do not live in the future; we live in the present, and all we have to guide us in this present is the accumulated thought and experience of those who have lived before us.

For all the deficiency of my own learning, then, this is what I have attempted to voice in my work, and at this point in my life I feel safe in echoing the words of Petronius: "*Pervixi: neque enim fortuna malignior umquam eripiet nobis quod prior hora dedit* — I have lived, and no evil fate can ever take away from us what the past has given." I believe we will do ourselves a favour if we extend the meaning of the author of the *Satyricon* to include the past of all humanity.

I wish to give my thanks for the exceptional honour bestowed upon me this evening by a great University, and to all of you for your patience. Thank you.

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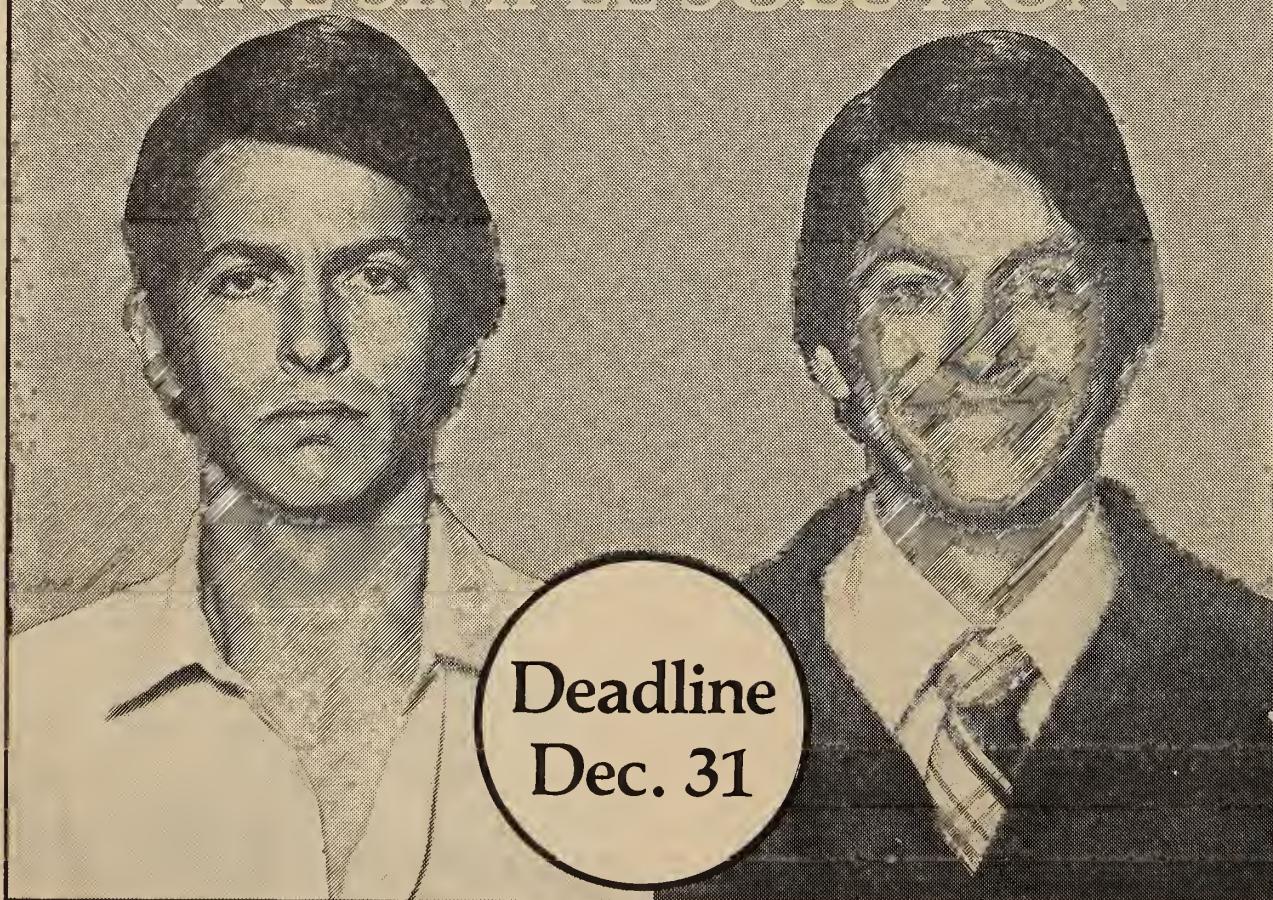
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\$275,000 research grant will aid international studies

Student member Brian O'Riordan warned against disseminating a document in which the committee did not have complete confidence.

"Getting it off our agenda might look attractive but how seriously will the divisions take a policy that's only going to be in effect for a year? We are charged as the highest academic policy-making body. Approving a policy that contains so many ambiguities could cause lack of confidence in this committee's policy-making ability."

Student member Beverley Batten compared the issue to the grading practices policy which she said "came back again and again because it had not been effectively dealt with in the first place".

Dr. J.T. Mayhall said that with a report due in June, 1980, the review would have to begin after the policy had been in effect for only a very short time.

"If we're happy with this policy, why not just put it into effect for three years, as originally proposed. Why compromise?"

O'Riordan questioned the committee's right to pass a motion that could be interpreted as an amendment to the proposed policy. He said the committee is only authorized to approve, reject, or refer back; any changes it makes to a policy should be strictly for clarification and should be in keeping with the policy's original intent.

No vote was taken on the Ricker motion, which will be discussed at the committee's Jan. 25 meeting. The proposed policy itself will be discussed at the next meeting, Jan. 11.

In other business, the committee approved the establishment of the designation MSc(T) for the master's degree in teaching for the field of mathematics.

A \$275,000 research grant has been awarded to the Centre for International Studies (CIS) by the Donner Canadian Foundation through the University's Update campaign. The grant is to be paid in three annual instalments of \$75,000 the first year and \$100,000 the second and third years. The Centre for International Studies is a graduate research centre created in 1976 to succeed the International Studies Program.

The grant from the Donner Canadian Foundation has been made to assist a multi-disciplinary study of Canadian foreign policy. The study will include four main projects:

- an examination of the many institutional links between the United States and Canada

- a re-appraisal of the United Nations system and of Canada's role in both its central organization and its specialized agencies and affiliated bodies

- an examination of the institutional framework of Canada's security arrangements, including NATO and the post-Helsinki, post-Belgrade European security arrangements

- an examination of bilateral institutional links such as the framework agreement with the European communities and with Japan.

The research project is being supervised by CIS director Professor Robert Spencer. Director of research is Professor John Holmes of the Department of Political Economy.

Erindale seeks associate dean

Principal Paul Fox has appointed a search committee for the position of associate dean (science), Erindale College, to replace Dean B.I. Roots whose term expires June 30, 1979.

The search committee is composed of Principal P.W. Fox, chairman, Professors L. Krames, psychology; P. Horgen, botany; H. Taylor, physics; E. Neglia,

Spanish; G. Gracie, survey science; Associate Dean A. Zimmerman, SGS; Associate Dean R. Pugh, arts and science; and Mrs. L. Seppala, secretary.

The committee welcomes nominations which should be sent to the secretary of the committee at Erindale College or given to any member of the committee.

COU examines communications with prospective students, scholarship policy, and admission standards

At its regular meeting on Nov. 3, the Council of Ontario Universities:

- gave unanimous approval to all but one of the proposed new *Guidelines on Communication with Potential Undergraduate Students and Applicants* (the one exception, regarding the use of the telephone, was overwhelmingly approved but referred to the executive for consideration);
- approved a set of *Guidelines on Undergraduate Scholarship Policy*;
- reaffirmed the Ontario universities' recommended minimum admission standards for students applying directly from Ontario secondary schools (60.0 percent average on the best six grade 13/year 5 SSHGD credits), and authorized a survey, by university and by program, to determine the exact number of Ontario first year students currently enrolled who do not meet these minimum criteria on either early admission averages or final transcripts;
- approved, after amendments, the report of a special task force of its Operating Grants Committee, entitled *An Approach to the Funding of Continuing Education for Teachers*, to be sent to OCUA and the two ministries;
- approved for publication the *Report of the Sub-Committee on Revisions to Building Blocks*, which will be volume 6 in that series;
- heard a number of reports on a variety of topics (the meeting of the executive with the new Minister of Colleges & Universities, a soon-to-be-published study by MCU giving enrollment projections for each university and college in Ontario, an early progress report on its Long Range Planning Committee, the latest citizenship data on new full-time faculty appointments to Ontario universities in 1978-79).

\$500,000 launches post in community health

A \$500,000 donation from the Frank Gerstein Charitable Foundation will enable the founding of a chair in community health. The incumbent, who will be chosen by a special search committee, will also head a new Department of Community Health to be set up at Mount Sinai Hospital in conjunction with the chair.

The initial five-year appointment will carry with it responsibility for the ongoing development of education, research and community outreach in the field of community health.

"This liaison between the Faculty of

Medicine and Mount Sinai Hospital provides a means by which concepts and research in community health, preventive medicine, and health promotion can be implemented in a health service setting," said Dr. John Hastings, associate dean of Community Health & Allied Health Programs.

The chair is one of the projects of the University's Update fundraising program.

The late Frank Gerstein was the founder of People's Credit Jewellers and a philanthropist in the causes of education and health.

Press Notes

Tiring of the traditional form of the limerick, James Thurber invented his own bizarre variation of the popular verse, the *reverse limerick*. Here's a sample:

*A dehey most terribly hobble
Cast only stones which were cobble
From shots that were sling
At bats that were ding
But never at links that were bobol.*

Very tricky. We'll give a book prize to anyone who can come up with a worthy facsimile. Something to keep your mind active during the Christmas excesses.



One of our editors dreamed an author insisted his book be published in the form of a pair of shoes. The request seemed infinitely reasonable in the dream, she says, and it was only necessary to caution him that it was a bit outside normal procedure and would probably push up the production costs. (No, the author did not say his work needed polishing.)



Whoops of delight were heard at the Press when word came that Patricia Lagacé had been appointed Director of the University of Manitoba Press. A popular editor here, Pat left last year to return to her native Winnipeg.



Recipe for bedlam. Mix together 95 children ranging in age from 6 months to 8 years. Throw in a gift-bearing Santa, a live brass band, the whole Sesame Street mob, clowns, party treats, games and a cartoon show. This was the scene at the Press's annual Christmas party for children of staff, the most flawlessly organized kidshow this side of Disneyland. The little fiends ran wild and had a wonderful time. Special credit to coordinator Mari-Ann Irons and her committee of young-at-hearts from the Printing Department. Another howling success, Mari-Ann.



In a publishing sense, our general intention in *Press Notes* is to speak largely about small matters and smallly about great affairs (to borrow yet again from Mr Thurber). We're prepared to write about the most remote aspect of publishing if it gets some parsnips buttered. If you have any reaction to the column, or if there is a particular topic you'd like covered, we'd love to hear from you. (Write to Press Notes, c/o UTP.)



To close this final *Press Notes* of the year we wish all our friends and colleagues a joyous Christmas and a prosperous New Year.

University
of Toronto
Press

Bulletin

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Production: Chris Johnson
Writers: Pamela Cornell, Norma Vale
Photographer: David Lloyd
Advertising sales: Chris Johnson, 978-3903

Director: Elizabeth Wilson

Published by the Department of Information Services,
45 Willcocks Street, Toronto, Ontario M5S 1C7
Telephone 978-2102

Facing the Harsh Facts

by John Crispo

The attitude that "a professor is a professor is a professor" has produced a lock-step salary system that must change if the University is to foster excellence, says Professor John Crispo. Salary increases should be based on market and merit considerations, contends the professor of industrial relations and public policy. The first dean of the Faculty of Management Studies, Crispo combines university teaching with freelance assignments as mediator, arbitrator, and radio and television commentator. He has served as research director for the Royal Commission on Labour/Management Relations in the Ontario Construction Industry and for the Ontario legislature's Select Committee on Manpower Training. John Crispo is a graduate of U of T and the Massachusetts Institute of Technology.



The University of Toronto, like its sister institutions of higher learning, is floundering on a troubled sea of changing economic, fiscal and professional facts of life. This commentary on this radically shifting scene — the dimensions of which can only be highlighted — reflects one person's "search for truth" in what may be described as this new age of harsh realities. It is meant as much for my colleagues as for those in the administration who preside over us and those in our union who preside around us.

Canadians in general are now being asked to absorb at least temporary cuts in their standards of living. These cuts are presumably intended to offset the years when Canadians were clearly living beyond their means. The cuts are manifest in people's income increases being outstripped by rises in the cost of living. In time this will supposedly help restore our competitive position.

For academics the resulting fall in real incomes could prove deeper and more protracted than for most others. This is because the cause of higher education has fallen from public favour at the very time when student enrolment is due to decline for basic demographic reasons. The recent golden era of university life is in the process of being replaced by something much less glowing if not downright depressing.

The outlook for the financing of higher education is so bleak that the real fiscal resources of the University are bound to continue for the foreseeable future. We can bleat about our plight as much as we like but this will only at best have a minor marginal effect on our prospects. There is no way of escaping a gradual but persistent decline in our real resources for some time to come.

This being the case, we can no longer avoid making some hard decisions. Some will argue that we have been doing so already. For those who hold this view, suffice it to say that reducing our total staff by attrition does not really qualify as hard decision making. What lies ahead will much more severely test the decision-making capacity of both ourselves and the soft-hearted small "I" liberals we invariably choose to preside over and around us.

Let me put the challenge I foresee lying immediately ahead in its most stark form. I believe the faculty — as well as the rest of the University's work force — must now choose between income and job security. There is no way that we can enjoy across-the-board wage and salary increases commensurate with those in the community at large without suffering some outright layoffs. This type of tradeoff is now virtually unavoidable.

True to many of my colleagues' humane and liberal instincts, I suspect that they will be successful in pressing the case for somewhat lower salary increases in order to avoid faculty layoffs. I would like to think that the

majority of the faculty would reject any such short-sighted approach if only because it will drive out some of our best people by leaving them so far behind their alternative income opportunities. Unfortunately, however, I have witnessed the faculty support so many other unsound positions over the past few years that I've just about given up hope of them taking difficult but sound stands on anything in any way likely to affect them personally.

Drawing on the faint fading streak of hope remaining in me, let me touch on two ramifications of the difficult dilemmas that now confront us. First of all let me acknowledge that there is one sensible way in which we could live with a modest degree of tradeoff between our income and job security. This would be by moving completely away from across-the-board salary increases, basing them instead almost entirely on market and merit considerations. This would mean little or no salary increase for many faculty members. This could be justified simply because by any economic test many faculty are already significantly overpaid. This is borne out by the fact that they could be readily replaced at even lower salaries than they now enjoy, salaries which they would be hard pressed to command if they tried to secure alternative employment.

If such groups and individuals were offered little or no increments, enough would probably be left over to offer competitive increases to those with higher market and/or merit worth and to avoid layoffs. Yet all this is quite unrealistic as the herd or lowest common denominator effect gradually asserts itself within our union. According to "the professor is a professor" syndrome, appropriate market and merit differentials are eventually sacrificed to the type of rigid lock step salary system which prevails in our public and high schools. Under this system teachers are paid almost solely on the basis of how many years they took it and how many years they've been handing it out.

Assuming layoffs of faculty cannot forever be avoided, the equally contentious issue of tenure must inevitably be confronted. As originally conceived, tenure served the highly laudable and legitimate purpose of protecting academic freedom. That initial purpose has now evolved into such a distorted form of job security that it is almost impossible to remove anyone who has tenure for any reason.

It is always argued, of course, that it would be difficult to distinguish between discharges for offending community sensitivities and discharges on the grounds of financial constraints or just plain ordinary incompetence. To me this is a cop-out unworthy of a group that claims to be in any way professional.

As for the question of academic freedom, I wish it was more of an issue than it is. The fact of the matter is that surprisingly few academics have anything very controversial to say about anything. The sad thing is that many of those best equipped to lead the way in critical analysis and dissent have been co-opted by one branch of the establishment or another. In my own field of industrial relations many professors across this country are unwilling to speak out for fear of jeopardizing their lucrative fees as arbitrators, conciliators and mediators. Consulting contracts and research grants have the same stultifying effects in many other areas.

Turning to the matter of discharge for cause, I think it noteworthy that precious few, if any, tenured faculty members have ever been removed from this University. Certainly none have been laid off for fiscal reasons although this may prove unavoidable in the future. After all, we cannot just lay off

others and run down the library and maintenance budget forever. Layoffs of tenured faculty members can and must be contemplated, but not without care and consideration for those affected.

Before turning to these matters, however, let me make it clear that I am not advocating a strictly consumer-oriented approach to the operation of the University. Even mention of the term layoffs leads to the accusation of wanting to abolish all esoteric areas of university research and scholarship simply because there is insufficient student demand for them. Assuming these areas do in fact represent centres of excellence I would not quarrel with the notion that an effective core of faculty should be maintained in many of them.

Regardless of where they come, the impact of layoffs for fiscal reasons can be ameliorated by encouraging voluntary separations and by offering severance pay and other forms of transitional assistance. Measures such as these — rather than the immobilizing fear of litigation over the termination of tenured faculty — should be receiving maximum priority at this time. So should the question of whether seniority should be the overriding criterion when it comes to layoffs. Lacking any contractual commitments to this effect, it might be possible to consider ability as well as seniority when it comes to layoffs. Otherwise we must face the dismal prospect of removing comparatively refreshing new blood while retaining relatively tired old blood. This is already happening, of course, as a result of gradually laying everyone off with contractually limited appointments while retaining anyone with a more permanent attachment to the University.

My plea in the difficult times that lie ahead is that we seize the opportunity to re-examine some sacred cows that should have been laid to rest years ago. Given scarce resources for the foreseeable future we must distribute salary increases much more in accordance with market and merit worth, and draw a clear-cut distinction between tenure as an appropriate device for protecting academic freedom and as a general form of income and job security.

If we fail to rise to these challenges we will be deserving of even less public financing than we receive. Worse still, we will be inviting outside intervention to clean up our own disorderly affairs, something I would very much prefer we undertook ourselves.

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Forum

Film and television thriving at Faculty of Medicine

I am naturally saddened by the decision to disband the Television Production Service (TPS) as you reported on Dec. 4. It is most regrettable that members of University staff who, in this instance, have spent years of their lives developing and refining skills to serve the needs of highly specialized positions must be declared redundant. Jobs for such specialized people will be hard to find.

However, personal matters aside, I feel your report misrepresented the significance of Planning & Resources' recommendation since you spoke only for the activities of the Media Centre. Half of the technical facilities that TPS have been operating came from the Faculty of Medicine two years ago. Next spring these facilities will return to Instructional Media Services (IMS) and we shall run them here with no increase in full-time staff.

To the health sciences faculties for whom we provide services the key issues for the future are clear:

- Will we in IMS continue to be able to design and produce teaching materials for University of Toronto courses?

- Will we continue to collaborate with members of faculty to produce, publish and distribute films and videotapes?

The answer to these questions is an emphatic "yes". We, in medicine, are certainly not "reducing our television capacity to an amateurish, instructional enterprise" nor are we "giving up the attempt to compete externally for additional sources of income".

On the contrary, since the Faculty of Medicine can afford to fund an ever-decreasing portion of our production work, we have constantly to increase income from outside sources. In film and television, some 75 percent of revenue comes from external sources. We work exclusively in the medical and health subject areas and nearly all our productions are for training medical or other health care professionals. A small proportion is health education for health promotion in nature. None is produced for profit-making organizations.

In fact, our current work includes a first-year medicine videotape on the physiological parameters of cardiac arrest and cardiac resuscitation, two

medical biographical films in *The History of Medicine Series* funded by the Hannah Institute for the History of Medical and Related Sciences, a videotape for the *American Academy of Otolaryngology Continuing Education Series* on recent diagnostic techniques and a series of seven films and books on child abuse for the Ministry of Community & Social Services. The challenge that such a range of programs presents to our design group provides a continuing stimulus that enhances the standard of design we apply to course-related materials.

External sales of films and videotapes is also a very important part of our work. Our faculty members are prepared to devote much time and effort to preparing teaching materials where they are also to be published externally. The fact that we have an effective external sales operation — we even have a blanket order from the National Library of Medicine to purchase automatically our new programs — is an important motivator for the teacher. We intend to develop this aspect of our work as much as possible both for the academic health of our colleagues and the financial health of our division.

It is perhaps a pity that "our colleagues have not taken to" television more than they have. Although some departments in our faculty depend heavily on it, others have had no involvement. Had there been more faculty involvement, we might have many more producers and the technical facility might be fully utilized. A television production system is capable of an enormous amount of work, but it takes many producers to keep it busy unless the products are amateurish with minimal design and pre-production involvement of the producers. As it is, we aim for high standards, have a system that is under-utilized, keep full-time technical staff to an absolute minimum and hire freelance technical people as each production requires. I see no reason why we cannot expect to continue in this manner to advantage.

*Robert S. Gilder
Director, Television & Film Section
Instructional Media Services
Faculty of Medicine*

Media Centre productions continue

Your article has captured the essence of the phasing out of TPS and the subsequent regrouping of television services within the Media Centre, but it has also conveyed one erroneous fact. Contrary to the information in the article, the University will continue to be able to produce *some* high quality productions suitable for sale and distribution to broadcasters and institutions. While you are quite correct that the emphasis will be centred on programs mainly suitable for internal use, there has never been any intention to forego entirely producing major type programs.

A production fund will be available to support major, high quality productions. The fund will primarily be used to purchase hardware and technical personnel outside the University. The retention of the production fund really was a key factor in the considerations of the TPS review committee's deliberations. The committee was poignantly aware that the Van Fossen task force had identified the value of and the need for sophisticated productions and yet the task at hand seemed to call for a significant cut-back in the production operation. The retention of a production

fund, albeit shrinking, seemed to address in part the needs identified by the Van Fossen Task Force.

Often quite forgotten too is the fact that programs are created by people. Our high quality productions are created by an interplay between the scholars and the producer/directors at the Media Centre. The true capability to make good programs is in having design people on staff who understand the University milieu. The regrouping of production within the Media Centre happily includes staff who can design high quality programs.

Certainly the decisions regarding TPS and the Media Centre are very definitely signalling both a reduction in our production capacity and a shift in our primary objective toward the making of media materials that are in the main an integral part of the curriculum. Nonetheless, let me assure the community that high-quality production will continue at the University and the Media Centre welcomes program proposals from the faculty.

*Michael T. Edmunds
Acting Director,
Media Centre*

Inflation in academe

Inflation is one of the great blessings of our civilization, the saving grace of capitalism no less. To buy a house for \$39,000 and watch it become worth \$100,000 in the span of eight years is enough to warm anyone's heart.

Similarly, grade inflation is one of the great blessings of academe. Some professors actually want to return to the gold standard, A meaning excellent, B meaning good, C meaning O.K., D meaning poor and below average, and F meaning lousy and fail. These professors actually protest the current state of inflation where A means good, B means O.K., C means crud (D and F have virtually disappeared, as have the farthing and halfpenny in England).

This folly is easy to expose. Given grade inflation, a professor avoids all student hassle; giving all As and Bs and the odd C effectively buys off student discontent. After all, why should a professor waste his/her precious time, not to mention glorious June weather, arguing with students?

And by never failing a student one avoids the possibility of formal appeal. Who knows what will happen if a grade is appealed? Someone might actually ask questions about how you operate, or, blasphemy upon indignity, might ask to see some student work. Academic freedom was not won to be tossed away so lightly.

In any case, if all my students receive A or B, this will prove to the world what a brilliant teacher I am, how involved my students became, how meaningful the learning experience was. Then, as

transcripts become increasingly worthless, and even students get angry about the debased coinage, and as governments, reflecting general pressures, not least of which is the pressure for decent standards, cut income to educational institutions, so administrators regain lost power and therefore vigour, and committees of assessment are launched. When the "recession" has really taken hold, professors can quietly and safely adjust to rising standards since the public and student mood is swinging that way. Academe will self-cool. A delightful way to run a university system.

Of course some get hurt in all this, namely the young who really did work hard but are left with discredited pieces of posh-looking paper, the young who fell victim to engulfing mediocrity and sham, the taxpayers who fork out huge amounts of money for "higher education", and professors who feel part of a shell game. But how can we feel sorry for the young people who are still attractive and full of life? They will make it anyway. The taxpayers — well, they will be ripped off one way or another anyway. As for those of tender conscience — well, we're sorry about this, but nothing's perfect is it?

*Laurence Stott, chairman
Department of History, Philosophy and
Sociology of Education
Faculty of Education*

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Government assistance is available to persons undertaking to invite an international congress to meet in Canada. Conference Management Associates will provide assistance in concert with appropriate agencies to individuals who wish to develop an effective invitation programme.

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References provided: First Congress on Education; Ministry of Culture & Recreation; Third International Congress on Cleft Palate; Canadian International Philatelic Exhibition; and more.

Events

Lectures

Wednesday, December 20

Cellular resistance to infection.
Dr. Douglas D. McGregor, Cornell University, 4171 Medical Sciences Building, 4 p.m.
(Experimental Pathology and SGS)

Tuesday, January 9

Clinical and Experimental Aspects of Vasoplasm following Subarachnoid Hemorrhage.
Dr. Bryce Weir, University of Alberta; 1979 William S. Keith Visiting Professor of Neurosurgery. Osler Hall, Academy of Medicine. 5 p.m.

Wednesday, January 10

Neurosurgery of the Lumbosacral Canal.
Dr. Bryce Weir, University of Alberta; 1979 William S. Keith Visiting Professor of Neurosurgery. Auditorium, Toronto Western Hospital. 8 a.m.

Thursday, January 18

From Cell to Psyche.
Symposium organized by second year medical students. Researchers and clinicians from Canada and U.S. will give papers for special series of lectures Jan. 18 and 19. Auditorium, Medical Sciences Building. 9 a.m. to 5 p.m. both days.
Registration fee \$10, students free.
Information, program and registration forms: Student Symposium Committee, 2141 Medical Sciences Building.
Advance registration recommended; deadline Friday, Dec. 22.

Colloquia

Friday, January 5

Dynamical Aspects of Reactions in Liquids.
Prof. J.T. Hynes, University of Colorado. 158 Lash Miller Chemical Laboratories. 4 p.m.

Thursday, January 11

Logical Properties of Varietal Free Products.
Prof. P. Olin, York University. 2080 South Building, Erindale College. 4 p.m.
(Erindale Logic Colloquium)

Seminars

Thursday, January 4

Assessment of Environmental Criteria for Jubail in Saudi Arabia.
Prof. W.J. Moroz, Department of Mechanical Engineering and James F. MacLaren Ltd. 252 Mechanical Building. 3.10 p.m.
(Mechanical Engineering)

Monday, January 8

Economy, Polity and History with Special Reference to Adam Smith's Science of Politics.
Prof. Donald Winch, University of Sussex. Combination Room, Trinity College. 8 p.m.
(Political Economy and SGS)

Tuesday, January 9

The Bone Resorption Potential of Mononuclear Phagocytes.
Dr. Arnold J. Kahn, Washington University, St. Louis; R.S. McLaughlin Foundation visiting scientist. 404 Professional Building, 123 Edward St. 12 noon.
(Dentistry)

Thursday, January 11

India's State Apparatus as an Instrument of Class Power.
Prof. C.P. Bhambri, visiting McGill University from JNU University, New Delhi. Upper Library, Massey College. 3 to 5 p.m.
(South Asian Studies Committee, CIS, and York University)

Exhibitions

Now showing

Prelude to a Major Departure.
Works by Gary Greenwood. Art Gallery, Hart House, to Dec. 22.

Letters as Literature.

Original correspondence of Jean-Jacques Rousseau, Rupert Brooke, Thomas Carlyle, Max Beerbohm and others; display arranged for 14th annual Conference on Editorial Problems. Thomas Fisher rare Book Library to end December.

Thursday, January 4

Work-in-Progress: Landscape Architecture.

Exhibition of current student work in the Department of Landscape Architecture. Galleries, School of Architecture, 230 College St. to Jan. 19.

Gallery hours: Monday-Friday, 9 a.m. to 8 p.m.
(Architecture and Landscape Architecture)

Monday, January 8

Sculptures by Elizabeth Fraser Williamson and photos by Barbara Wild.

Gallery, Scarborough College, to Jan. 24. Gallery hours: Monday-Thursday, 9 a.m. to 7 p.m.; Friday, 9 a.m. to 5 p.m.; Sunday, 2 to 5 p.m.



Miscellany

Sunday, December 31

Old Years Night.

Annual celebration at Hart House. Dancing to Trump Davidson Orchestra, 10 p.m. to 2 a.m.; Bess the Pearly Queen in East Common Room; buffet. Tickets \$30 per couple from hall porter.

Deadline

The next issue of the *Bulletin* will appear on Monday, Jan. 8. "Events" listings will cover the period Jan. 8 to 24. Deadline for receipt of this material at the *Bulletin* is Friday, December 22.

13 Governing Council seats open

Nominations will open January 15 and will remain open until 12 noon, January 26 for the following Governing Council positions: four full-time undergraduate student seats; two part-time undergraduate student seats; two graduate student seats; four teaching staff seats; and one administrative staff seat.

Vested in the Governing Council are the management and control of the University and of University College, and the property, revenues, business and affairs thereof.

Details of constituencies and electoral procedures will be published in the *Bulletin* on Jan. 8. Nomination forms will be available on request on Jan. 8 and thereafter, from the Governing Council Secretariat, room 106, Simcoe Hall, or at the registrars' offices at Scarborough and Erindale Colleges. Enquiries may be directed to the Governing Council Secretariat at 978-6576.

R & D to be an election issue

In anticipation of a spring federal election, the Canadian Association of University Teachers and the Canadian Federation of Biological Societies are planning a national campaign, to begin early in the new year, to make research and development, and university funding, major election issues.

The two organizations plan to set up a series of all-candidates' meetings in ridings across the country in which universities are located. The meetings

will be designed to elicit candidates' attitudes, and will provide incumbent MPs an opportunity to explain and defend their parties' policies on such issues as research funding.

The two groups also plan to publicize the role of research and development in Canada to make the public more aware of the potential for bolstering the economy that exists in adequately funded scientific research and development.

Engineering dean sought

The President has appointed a search committee to recommend a successor to Professor Ben Etkin, as dean of the Faculty of Applied Science & Engineering for a term beginning July 1, 1979. The membership of the committee is as follows: Dr. D.A. Chant, Vice-President & Provost, *chairman*; Dr. D.B. Cook, executive assistant to the provost, secretary; Professors R.L. Armstrong, chairman, Department of Physics; M.P. Collins, Department of Civil Engineering; D.E. Cormack, Department of Chemical Engineering; P.J. Foley, Department of Industrial Engineering; Ralph Garber, dean, Faculty of Social Work; J.F. Keffler, Department of Mechanical Engineering; K. Kennedy, 4th year student, Faculty of Applied Science & Engineering; A. Laplante, graduate student, Department of Metallurgy & Materials Science; John Leyler, dean, School of Graduate Studies; J. Lstiburek, 4th year student, Faculty of Applied Science & Engineering; R.F. Moore, Alumnus; Prof. S. Zukotinski,

Department of Electrical Engineering.

The committee welcomes nominations and comments. These may be submitted to the chairman, room 219, Simcoe Hall or to any member of the committee.

Russian & East European Studies under review

Members of the Review Committee for the Centre for Russian & East European Studies are: Associate Dean Donald P. Kerr, *chairman*; Professors H. Bedford, Slavic Studies; I. Drummond, Political Economy; E.A. McCulloch, Medical Science; H. Milnes, German; W.H. Nelson, History; S. Solomon, Political Science, Scarborough College; G. Zekulin, Slavic Studies.

Comments or submissions should be directed to the committee chairman.

Predicting success in first-year engineering

A Faculty of Applied Science & Engineering study of 189 Ontario high schools whose graduates entered the engineering course in 1977 shows wide variation in grading procedures among the high schools.

"A student with a lower grade from one high school might be more qualified for our engineering program than a student with a higher grade from another school, and yet not be admitted," said Ben Etkin, dean of the faculty and director of the study.

To meet this problem, Dean Etkin has devised a means of adjusting a high school graduate's grade to a predicted first-term engineering course grade.

The adjustment is based on the average mark change between high school and first-term university experienced by students in the study. It also takes into account how previous students from a graduate's high school have fared in their first-term marks compared with their high school marks. (Grading procedures can vary within a school from year to year.)

The success of his method in correctly predicting how students actually fared in their first-term work has been modest, Dean Etkin said.

"There are always the variables of a student's maturity, motivation and other events in his life that determine whether

he passes or fails," he said. "Our success was significant enough, however, to ascertain that we are being fair to students and giving them a better chance of getting into our program if they are really deserving. On the other hand, students with unduly inflated high school marks, who have little chance of succeeding in our program, are not admitted."

Dean Etkin said this statistical method for adjusting grades will be recommended to the University for use in admissions to the Faculty of Applied Science & Engineering.

UC drama program review

A committee has been appointed to review the undergraduate drama program at University College, and would welcome submissions or comments from all interested members of the University community. Write to the committee chairman, Prof. A. Lancashire, University College, room B305, or speak to her or any other member of the committee: Prof. A.R. Curtis, U.C. committee: Professors A.R. Curtis, U.C. room 247; P. Harris, U.C. room 226; J.R. Vanstone, U.C. room 377; by January 15.